

## ABSTRAK

Suardhana, I Putu (2022), *Determinan Kinerja Pegawai Pada Perumda Pasar Argha Nayottama Kabupaten Buleleng*. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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*Kata-kata kunci:* kinerja pegawai, kepuasan kerja, motivasi kerja, gaya kepemimpinan

Pandemi Covid-19 berdampak pada lesunya iklim dunia usaha serta penurunan kinerja internal (SDM). Pengelolaan SDM yang baik dilakukan untuk mengentaskan permasalahan kinerja pegawai. Sebagai salah satu perusahaan atau badan usaha milik daerah (Perumda) pengelolaan aset pasar penting dilakukannya peningkatan kualitas SDM yang dilakukan meliputi kinerja pegawai, kepuasan kerja, motivasi kerja serta gaya kepemimpinan di Perumda Argha Nayottama Kabupaten Buleleng. Penelitian ini bertujuan untuk membuktikan dan menganalisis pengaruh kinerja pegawai (Y), kepuasan kerja (X1), motivasi kerja (X2) dan gaya kepemimpinan (X3). Penelitian yang dilakukan adalah penelitian non eksperimen atau *expost facto* dengan metode penelitian kuantitatif. Penelitian ini dilaksanakan di Perumda Argha Nayottama Kabupaten Buleleng dengan subjek dalam penelitian ini adalah pegawai di Perumda Argha Nayottama Kabupaten Buleleng dengan sampel 126 orang pegawai. Adapun hasil penelitian adalah 1) Terdapat pengaruh yang signifikan secara bersama-sama kepuasan kerja, motivasi kerja, gaya kepemimpinan terhadap kinerja pegawai di Perumda Argha Nayottama Kabupaten Buleleng. 2) Terdapat pengaruh yang signifikan kepuasan kerja terhadap kinerja pegawai di Perumda Argha Nayottama Kabupaten Buleleng. 3) Terdapat pengaruh yang signifikan motivasi kerja terhadap kinerja pegawai di Perumda Argha Nayottama Kabupaten Buleleng. 4) Terdapat pengaruh yang signifikan gaya kepemimpinan terhadap kinerja pegawai di Perumda Argha Nayottama Kabupaten Buleleng. Berdasarkan hasil analisis data didapatkan hasil bahwa gaya kepemimpinan memiliki pengaruh yang lebih besar terhadap kinerja pegawai dengan nilai  $t(X3) = 7,598$  dengan  $\text{sig. } p = 0,001 (< 0,05)$  sedangkan yang memiliki pengaruh lebih rendah dengan nilai  $t(X2) = 0,4844$  dengan  $\text{sig. } p = 0,001 (< 0,05)$  yakni motivasi kerja.

## ABSTRACT

Suardhana, I Putu (2022), *Determinants of Employee Performance at Argha Nayottama Market Perumda, Buleleng Regency*. Thesis, Management Science, Graduate Program, Ganesha University of Education.

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Key words: employee performance, job satisfaction, job motivation, leadership style

The Covid-19 pandemic has an impact on the sluggish business climate and a decrease in internal performance (HR). Good HR management is carried out to alleviate employee performance problems. As one of the companies or regionally owned enterprises (Perumda), the management of market assets is important to improve the quality of human resources which is carried out including employee performance, job satisfaction, work motivation and leadership style in Perumda Argha Nayottama, Buleleng Regency. This study aims to prove and analyze the influence of employee performance (Y), job satisfaction (X1), work motivation (X2) and leadership style (X3). The research carried out is non-experimental or ex post facto research with quantitative research methods. This research was conducted in Perumda Argha Nayottama, Buleleng Regency with the subjects in this study being employees in Perumda Argha Nayottama, Buleleng Regency with a sample of 126 employees. The results of the study are 1) There is a significant influence together with job satisfaction, work motivation, leadership style on employee performance in Perumda Argha Nayottama Buleleng Regency. 2) There is a significant influence of job satisfaction on employee performance in Perumda Argha Nayottama Buleleng Regency. 3) There is a significant influence of work motivation on employee performance in Perumda Argha Nayottama, Buleleng Regency. 4) There is a significant influence of leadership style on employee performance in Perumda Argha Nayottama, Buleleng Regency. Based on the results of data analysis, it was found that leadership style has a greater influence on employee performance with a value of  $t(X3) = 7,598$  with a sig.  $p = 0.001 (< 0.05)$  while those with a lower influence with a value of  $t(X2) = 0.4844$  with a sig.  $p = 0.001 (< 0.05)$  i.e. work motivation.